

Becoming an Expert Employment Specialist

Perspective

Experience

Strength

Rephrase

Open Questions

collaboration and evocation

Reflection

Empathy and accurate understanding

Collect

Motivation

Affirmation

positive regard and recognize strengths

Summary

draw together what is said

Link

Behavior

Deeper Meaning

Transition

Trait

Collaboration

active partnership

Evocation

drawing out experience and perspective

Empathy

careful listening with curiosity

Support Autonomy

support, dignity, and respect

Informing

supplement knowledge

Ask Offer Ask

O A R S + I

For the IPS Employment Specialist

Ways of BEE-ing

Therapeutic Alliance

Improve engagement and outcomes



WISCONSIN DEPARTMENT of HEALTH SERVICES

DIVISION OF CARE AND TREATMENT SERVICES

IPS

WISCONSIN

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STATE OF WISCONSIN



Department of Workforce Development

Vocational Rehabilitation